

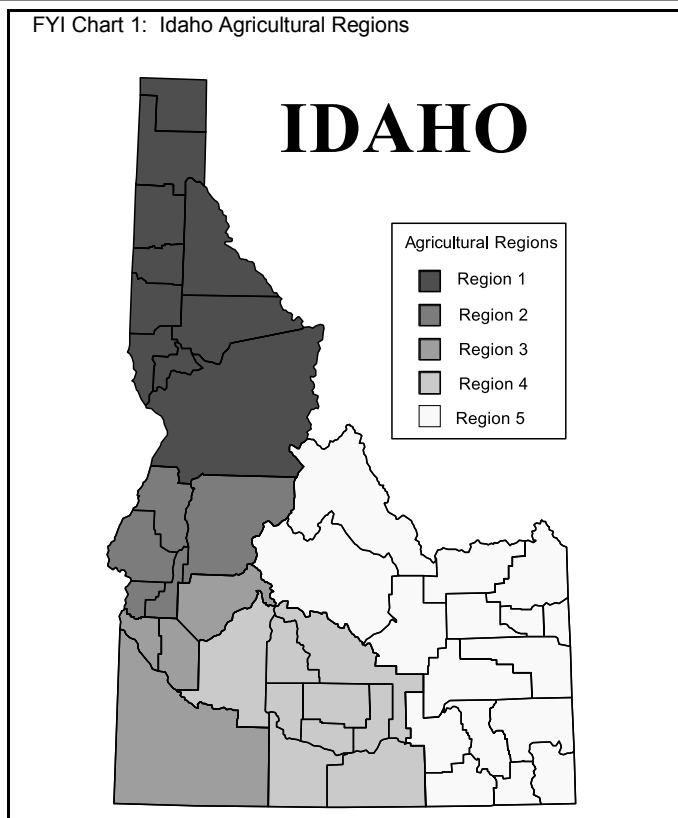
## WAGES & BENEFITS FOR SEASONAL AGRICULTURAL WORKERS — 2001 & 2002

While fewer agricultural employers in Idaho hired only in-state seasonal workers in 2002 compared to 2001, the percentage of in-state workers actually increased. Agricultural wages increased slightly from 2001 to 2002 and more agricultural employers provided housing and food for their workers. The increase in food and housing could be a result of hiring more out-of-state workers, because agricultural employers are required to provide these benefits to foreign contract workers covered by the federal foreign contract labor program (H2A program).

Every year the Idaho Department of Labor is responsible for conducting wage surveys for agricultural workers in three job categories: *Farmworker—Diversified Crops*, *Farmworker—General I*, and *Irrigators*. The information gathered is used to determine the prevailing wage in the state of Idaho for foreign contract labor and to determine average wages and benefits provided to seasonal workers—those not working the entire year (excluding vacations)—by state and by region. This article focuses on 2001-to-2002 comparisons of the data for two categories, *Farmworker—Diversified Crops* and *Farmworker—General I*. *Irrigators* will be covered in another article at a later date.

Idaho has five agricultural regions, which are determined with respect to crops and activities. See *FYI Chart 1*. Region 1, comprised of all counties north of and including Idaho County, was not surveyed because of the limited amount of agricultural activity there and the fact that no employers there contract through the H2A program. Region 2 consists of Adams, Gem, Payette, Valley, and Washington Counties. Region 3 includes Ada, Boise, Canyon, and Owyhee Counties, and Region 4 includes Blaine, Camas, Cassia, Elmore, Gooding, Jerome, Lincoln, Minidoka, and Twin Falls Counties. The largest area, Region 5, includes Bannock, Bear Lake, Bingham, Bonneville, Butte, Caribou, Clark, Custer, Franklin, Fremont, Jefferson, Lemhi, Madison, Oneida, Power, and Teton Counties.

FYI Chart 1: Idaho Agricultural Regions



### Farmworker—Diversified Crops (FWC)

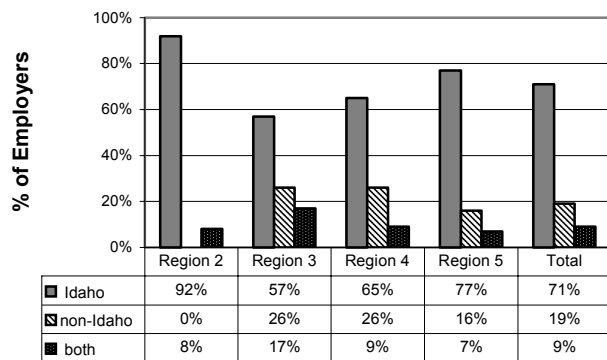
FWC workers perform a variety of tasks related to crop production, such as weeding or thinning fields and changing out implements. They do not work with animals or perform maintenance and repair work on equipment.

More agricultural employers hired workers from outside Idaho in 2002 than in 2001. In 2001, 71 percent of the agricultural employers in Idaho hired only in-state workers, while 19 percent of the employers hired only out-of-state employees. See *FYI Chart 2 on page 22*. A smaller portion (9 percent) hired a mixture of both in-state and out-of-state workers. In the following year, a higher percentage of employers hired out-of-state workers (30 percent) or a mixture of both (16 percent). This increase is consistent throughout all of the agricultural regions. See *FYI Chart 3 on page 22*. In 2001, the seasonal workforce consisted of 70 percent in-state workers, with the remaining 30 percent from out-of-state. In 2002, this changed to a closer proportion of in-state workers (55 percent) and out-of-state workers (45 percent). See *FYI Chart*

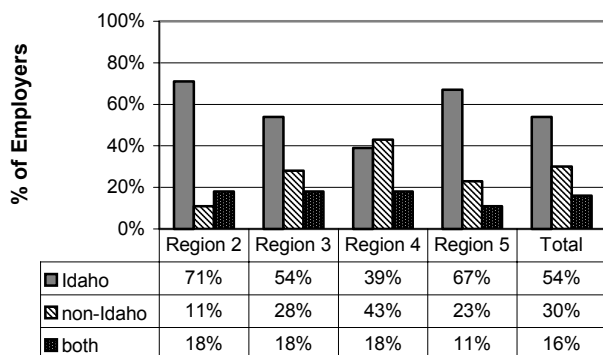
4. In Region 4 there were more out-of-state workers (55 percent) than in-state workers (45 percent).

The method of payment used by agricultural employers changed very little from 2001 to 2002. The majority of agricultural employers paid workers by the hour (82 percent and 84 percent, respectively), while a smaller number (14 percent and 11 percent, respectively) paid by the month. Other employers either paid by the week, day, acre, box, bale, or trailer. *See FYI Table 1.*

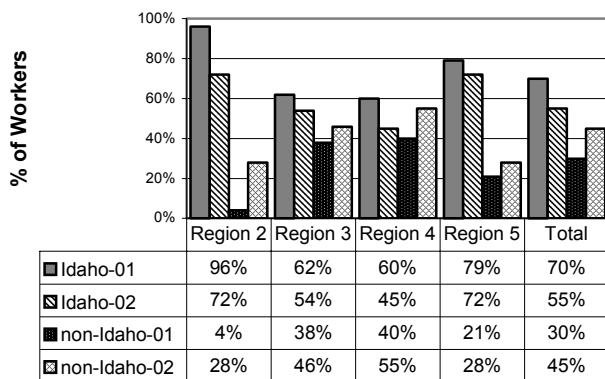
FYI Chart 2: Percentage Breakdown of FWC Employers' Farmworkers' Residency by Region—2001



FYI Chart 3: Percentage Breakdown of FWC Employers' Farmworkers' Residency by Region—2002



FYI Chart 4: Percent of FWC Workers by Residency and Region 2001 and 2002, Compared

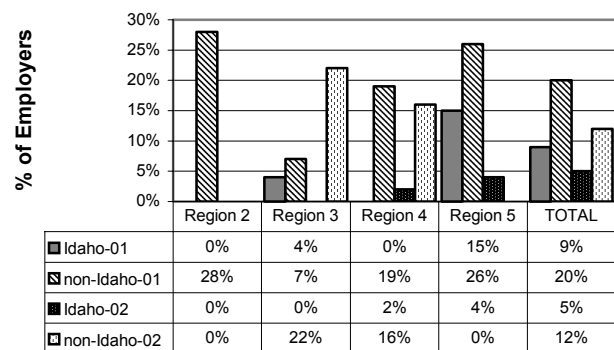


Most benefits offered by agricultural employers increased from 2001 to 2002 for both in-state and out-of-state workers. The food provision benefit increased substantially from 2001 to 2002, though food provisions vary for in-state or out-of-state workers from region to region. *See FYI Chart 5.* More employers also provided transportation to and from the worksite in 2002 (43 percent in-state, 26 percent out-of-state) than in 2001 (24 percent in-state, 17 percent out-of-state). *See FYI Chart 6.* Bonuses, which increased slightly, were more common in Regions 4 and 5 than in Regions 2 and

FYI Table 1: Percentage of FWC Employers by Payment Method and by Year

Payment Method	% Employers	
	2001	2002
By Acre	3%	4
By Box	<1%	<1%
Daily	0%	0%
Hourly	82%	84%
Monthly	14%	11%
By Trailer	<1%	<1%
Weekly	<1%	<1%

FYI Chart 5: Percent of FWC Employers Who Provided Food by Residency, Region, and Year



FYI Chart 6: Percent of FWC Employers Who Provided Transportation, by Residency, Region, and Year

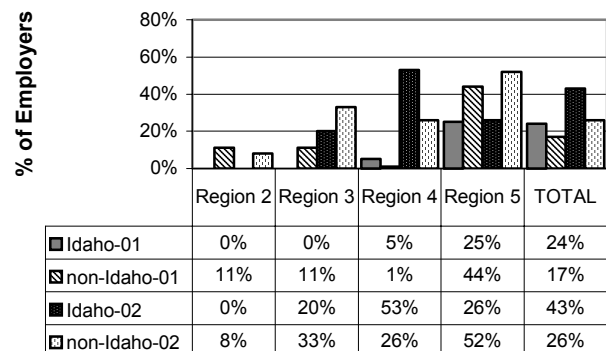


Table 2: Average Wages for In-State, Out-of-State, and Total FWC Workers by Area and Year

	Region 2		Region 3		Region 4		Region 5	
	2001	2002	2001	2002	2001	2002	2001	2002
<b>Total Average</b>	\$6.72	\$6.19	\$5.73	\$5.80	\$6.55	\$6.42	\$6.40	\$6.99
<b>In-State Average</b>	\$6.79	\$6.10	\$5.73	\$5.75	\$6.62	\$6.46	\$6.37	\$7.06
<b>Out-of-State Average</b>	* insufficient data	\$6.43	\$5.72	\$5.86	\$6.39	\$6.41	\$6.46	\$6.76

3, with little difference between in-state and out-of-state workers. See FYI Chart 7. Housing was provided at much higher rates in Regions 4 and 5 because those employers had higher percentages of out-of-state workers, though housing was still a fairly common benefit for in-state workers, as well. See FYI Chart 8.

Wages increased slightly from 2001 to 2002, mostly due to an increase in Region 5. Overall, the increase was less than twenty-five cents. In 2001, the average wage for all regions was \$6.16 per hour; the average wage rose to \$6.28 per hour in 2002—about a 2 percent increase. Region 5 saw the highest increase with its total wage increasing by fifty-nine cents. This region had wages over \$1.00 more an hour than Region 3, the lowest paying region. From 2001 to 2001, Regions 2 and 4 experienced decreases in wages. The wages of in-

state and out-of-state workers were not significantly different. See FYI Table 2.

### Farmworker—General I (FWG)

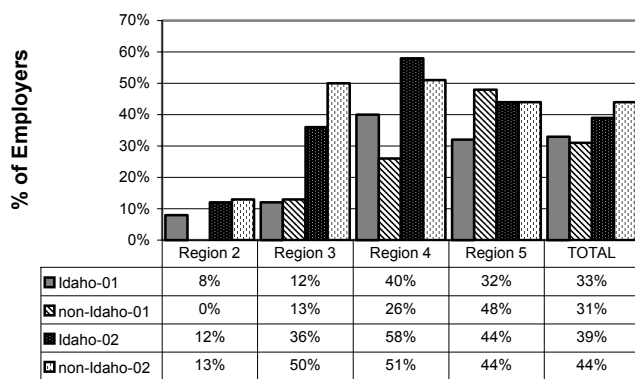
The FWG category of workers is very similar to the FWC category, but in addition to crop-related tasks, workers also perform tasks involving livestock or mechanical work on farm equipment. This category has fewer workers than diversified crops, in part because a number of these positions are year-round and this survey covered only seasonal workers.

Statewide, there was only a slight decrease (3 percent) in the number of agricultural employers hiring only in-state FWG workers from 2001 to 2002. Regions 2 and 3 both had increases in the number of employers who hired only in-state workers. In Region 3, employers who hired only in-state workers increased from 60 percent to 75 percent. One factor that could have contributed to this change is that the number of employers surveyed decreased substantially. In 2001, 15 employers in Region 3 responded to the survey; only eight responded in 2002. Regions 4 and 5 each had a decrease in the number of employers who hired only in-state workers. Region 5 experienced the biggest change, dropping from 92 percent of employers hiring only in-state workers to 56 percent hiring only in-state workers. In Region 4, the employers hiring only in-state workers dropped from 58 percent in 2001 to 50 percent in 2002. See FYI Charts 9 and 10 on page 24.

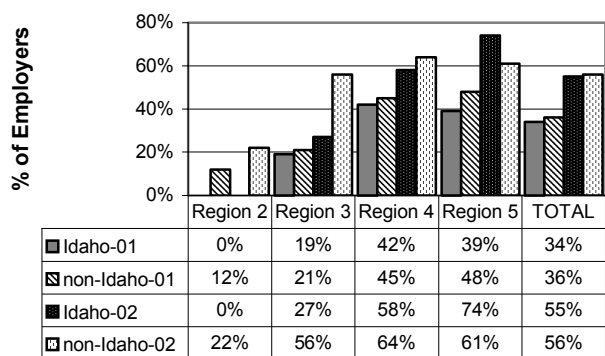
The percentage of out-of-state agricultural workers in Idaho decreased from 40 percent of the workforce to 32 percent of the workforce. Despite this overall decrease, both Regions 4 and 5 had higher percentages of out-of-state workers in 2002 than in 2001. Similar to FWC workers, Region 4 had a higher percentage of out-of-state FWG workers (54 percent) than in-state FWG workers (46 percent). See FYI Chart 11 on page 24.

As in the FWC category, most FWG employers (76 percent in 2001, 74 percent in 2002) in Idaho paid their workers by the hour and a smaller number (23 percent in 2001, 24 percent in 2002)

FYI Chart 7: Percent of FWC Employers Who Paid Bonuses by Residency, Region, and Year



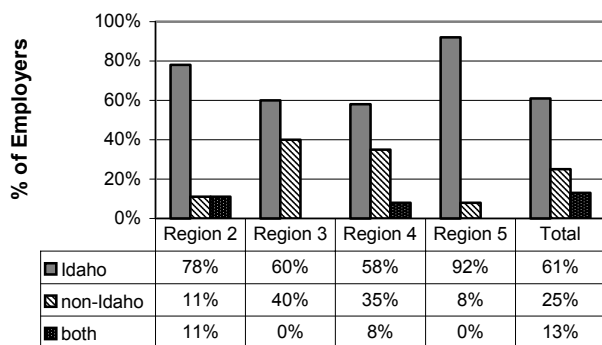
FYI Chart 8: Percent of FWC Employers Who Provided Housing by Residency, Region, and Year



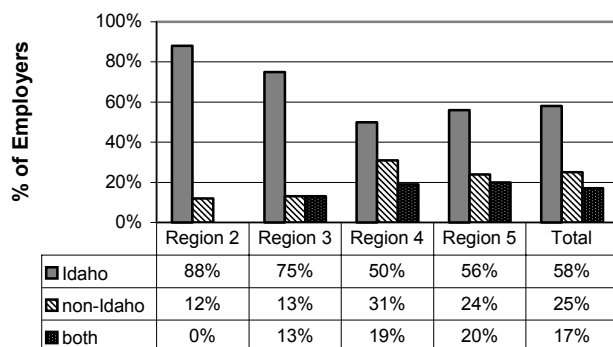
paid by the month. Other employers paid by the week or the day. *See FYI Table 3.*

While more FWG employers in Idaho provided housing and food for their workers in 2002 than in 2001, fewer provided transportation or bonuses. There was an increase of 14 percent in the number of FWG employers providing food to their workers from 2001 to 2002. *See FYI Chart 12.* Both bonuses and transportation to and from work decreased slightly statewide. *See FYI Charts 13 and 14.* Bonuses paid by employers dipped from 50 percent in 2001

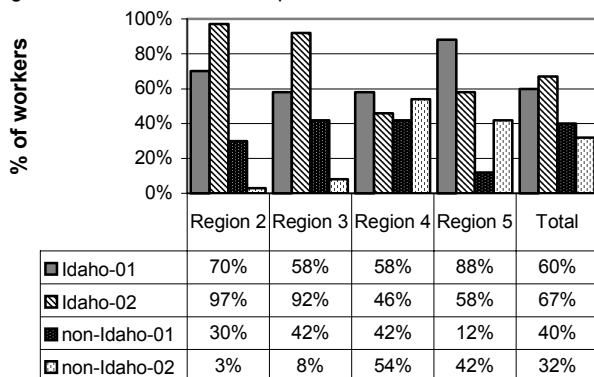
FYI Chart 9: Percentage Breakdown of FWG Employers' Farmworkers' Residency by Region—2001



FYI Chart 10: Percentage Breakdown of FWG Employers' Farmworkers' Residency by Region—2002



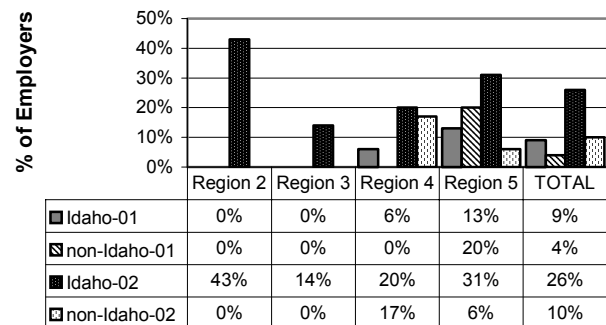
FYI Chart 11: Percent of FWG Workers by Residency and Region— 2001 and 2002, Compared



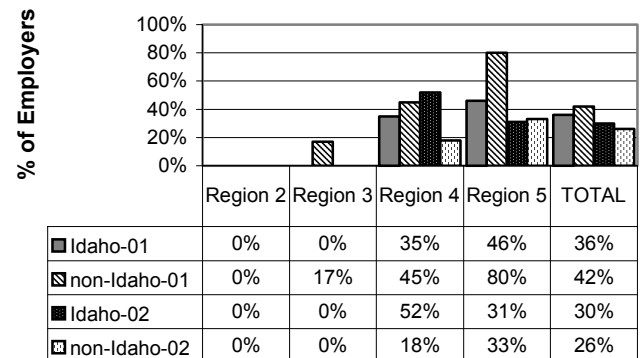
FYI Table 3: Percentage of FWG Employers by Payment Method and Year

Payment Method	% Employers	
	2001	2002
Daily	1%	<1%
Hourly	76%	74%
Monthly	23%	24%
Weekly	0%	3%

FYI Chart 12: Percent of FWG Employers Who Provided Food by Residency, Region, and Year



FYI Chart 13: Percent of FWG Employers Who Provided Transportation by Residency, Region, and Year



FYI Chart 14: Percent of FWG Employers Who Paid Bonuses by Residency, Region, and Year

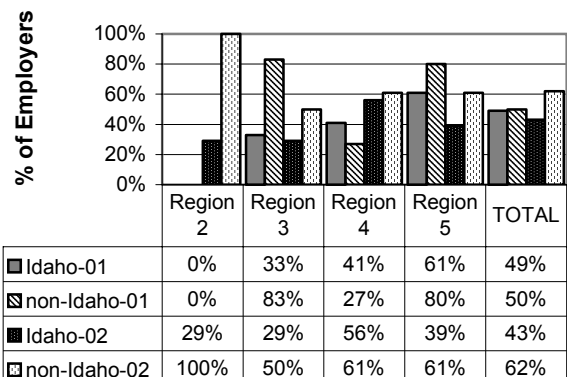
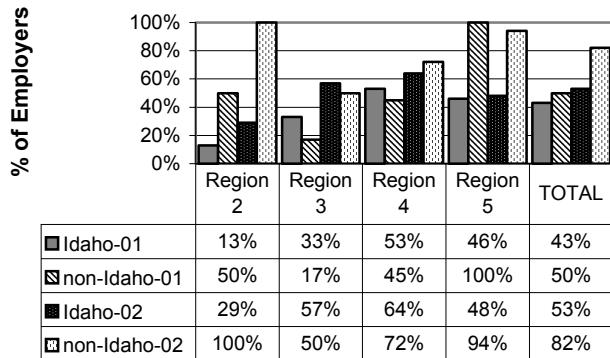


Table 4: Average Wages for In-State, Out-of-State, and Total FWG Workers by Area and Year

	Region 2		Region 3		Region 4		Region 5	
	2001	2002	2001	2002	2001	2002	2001	2002
<b>Total Average</b>	\$6.39	\$5.50	\$6.56	\$6.60	\$6.50	\$7.34	\$6.81	\$6.43
<b>In-State Average</b>	\$6.56	\$5.52	\$6.34	\$6.52	\$6.65	\$6.95	\$6.20	\$6.47
<b>Out-of-State Average</b>	\$6.00	* insufficient data	\$6.77	\$7.50	\$6.34	\$7.60	\$6.74	\$6.38

FYI Chart 15: Percent of FWG Employers Who Provided Housing by Residency, Region, and Year



to 48 percent in 2002, mostly due to a sharp drop in the number of bonuses provided in Regions 3 and 5. Bonuses increased considerably in Region 4.

More employers (35 percent) provided housing in 2002 than in 2001, with housing more common

for out-of-state workers than in-state workers. *See FYI Chart 15.*

Overall, FWG wages rose by thirty-eight cents per hour, or 6 percent, from 2001 to 2002. Most of this increase was due to large increases in out-of-state worker pay in Regions 3 and 4. Region 2 saw a sharp decline in wages. This decline could be due to a small sample size; one employer accounted for more than half of the workers in the survey. Region 4 paid the highest wages, while Region 2 had the lowest wages. Both Region 3 and Region 4 had higher wages for out-of-state workers than for in-state workers. *See FYI Table 4.*

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## NAICS — NEW STANDARD FOR INDUSTRIAL CLASSIFICATIONS

The North American Industrial Classification System (NAICS) is the new standard for the industrial classification of businesses. It replaced the Standard Industrial Classification (SIC) system that had been in place since 1930. NAICS is not a revision of SIC, but a new and more comprehensive classification system.

NAICS was established in 1997 through a cooperative effort among the United States, Mexico, and Canada so that comparable statistics could be obtained for the three North American Free Trade Agreement (NAFTA) trading partners. NAICS was developed based on the economic concept that establishments should be grouped together according to similar production processes.

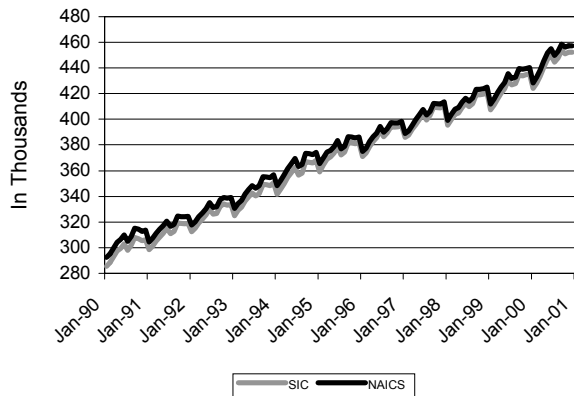
FYI Table 5: NAICS Sectors and SIC Origins

Code	NAICS Sectors	SIC Divisions
11	Agriculture, Forestry, Hunting, and Hunting	Agriculture, Forestry, and Fishing
21	Mining	Mining
23	Construction	Construction
31-33	Manufacturing	Manufacturing
22	Utilities	Transportation, Communications and Public Utilities
48-49	Transportation and Warehousing	
42	Wholesale Trade	Wholesale Trade
44-45	Retail Trade	Retail Trade
72	Accommodation and Food Services	Finance, Insurance, and Real Estate
52	Finance and Insurance	
53	Real Estate and Rental and Leasing	Services
51	Information	
54	Professional, Scientific, and Technical Services	
56	Administrative Support; Waste Management and Remediation Services	
61	Educational Services	
62	Health Care and Social Assistance	
71	Arts, Entertainment, and Recreation	
81	Other Services (except Public Administration)	
92	Public Administration	Public Administration
55	Management of Companies and Enterprises	(Parts of all divisions)

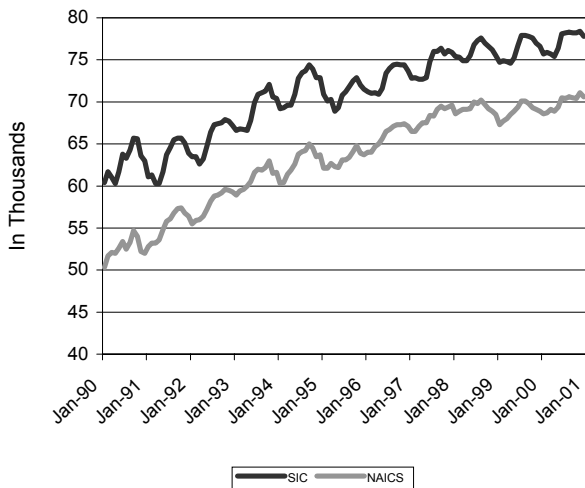
NAICS focuses on the identification of new and emerging industries and provides increased detail in the services sector compared to what was available under the SIC system. The increased level of detail necessitated increasing the length of the code to six digits from the four digits used by SIC. NAICS is comprised of 20 sectors, represented by the first two digits of the code, compared to the 10 divisions available under SIC. Many of these new sectors reflect recognizable parts of SIC divisions, while other sectors represent combinations of pieces from more than one SIC division, as shown in FYI Table 5. For instance, the *Utilities* and *Transportation* sectors were separated from the *Transportation, Communications, and Utilities* division, and the *Services* division under SIC has been subdivided to form several new sectors under NAICS. The new *Information* sector includes major components from the SIC divisions of *Transportation, Communications, and Utilities* (broadcasting and telecommunications), *Manufacturing* (publishing), and *Services* (software publishing, data processing, information services, motion picture and sound recording). The *Accommodation and Food Services* sector combines hotels and other lodging places from *Services* with eating and drinking places from *Retail Trade*. The U.S. Census Bureau has more detailed information about NAICS at <http://www.census.gov/epcd/www/naics.html>.

Every industry classification in Idaho has been redefined and restructured creating a complete break in corresponding data. For instance, printing and its related activities were classified as *Manufacturing* under SIC, but reclassified as *Information* under NAICS. As a result, industry level totals or projections made under SIC coding will differ significantly from those made under NAICS. For example, FYI Chart 16 (on page 27) shows that *Service Producing* employment under NAICS is approximately 5,500 higher than *Service Producing* employment under SIC, while FYI Chart 17 (on page 27) shows that *Manufacturing* employment under NAICS is approximately 10,000 lower, than *Manufacturing* employment under SIC.

FYI Chart 16: Services Employment in Idaho.



FYI Chart 17: Manufacturing Employment in Idaho



FYI Table 6: NAICS Data Release Schedule

Program Source	Type of Data	Anticipated Publication Date
Covered Employment & Wages (CEW) <i>Formerly known at the ES-202 program</i>	Employment, wages, and number of establishments by industry	Already available on the Bureau of Labor Statistics website, <a href="http://www.bls.gov">http://www.bls.gov</a>
Current Employment Statistics (CES)	Employment by industry (also known as nonfarm employment)	May-June 2003
Occupational Employment Statistics (OES)	Wages and employment by occupation	Oct-03

## NAICS Implementation

The implementation of NAICS officially began with the 1997 Economic Census. Once the census data was compiled, The Idaho Department of Labor, in conjunction with the Bureau of Labor Statistics, started the process of converting its various statistical programs to NAICS. To better aid our data users, state and national historical data for NAICS will be available back to 1991. A listing of anticipated dates when current and historical NAICS-based data for Idaho will be available is provided in FYI Table 6.

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